

Carlisle CSD

Teamsters #90 (Blue Collar)

7/1/2006

6/30/2008

**AGREEMENT**

**between**

**CARLISLE COMMUNITY SCHOOL DISTRICT**

**and**

**GENERAL TEAMSTERS & TRUCK DRIVERS,  
HELPERS & WAREHOUSEMEN, LOCAL 90**

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**July 1, 2006 through June 30, 2008**

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## **AGREEMENT**

THIS AGREEMENT entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2006, by and between CARLISLE COMMUNITY SCHOOL DISTRICT, hereinafter referred to as the "Employer", and GENERAL TEAMSTERS & TRUCK DRIVER, HELPERS & WAREHOUSEMEN, LOCAL 90, herinafter called the "Union". Throughout this Agreement, wherever the word "Act" appears, this referees to the Iowa Public Employment Relations Act, identified as Senate File 531, which was signed into law on April 23, 1974.

### **ARTICLE 1 RECOGNITION**

The employer hereby recognizes the Union as the exclusive bargaining representative for wages, hours and other terms and conditions of employment permitted by the Act for all employees of the Carlisle Community School District, including all regular full-time and regular part-time Bus Drivers Maintenance Employees, and Custodians employed by the Carlisle Community School District, as set forth in the Iowa Public Employment Relations Board order of Certification Case. NO. 4456, dated August 26, 1991, which excludes the Superintendent, Transportation and Maintenance Director, Bus Driver/Coach, Substitute Bus Drivers, all other employees employed by the District, and those employees exclude by Section 20.4 of the Act.

### **ARTICLE 2 NON-DISCRIMINATION EMPLOYMENT**

The employer and Union agree to comply with any non-discrimination in employment laws that are applicable. The Employer and the Union agree that the contract provisions of this agreement may be changed in order to comply with the Americans with Disabilities Act (ADA). Any changes and/or amendments will be handled on a case by case basis.

The parties agree that exceptions on a case by case basis may be required in order to comply with the ADA. The school won't take any action which may be contrary to this agreement without first discussing with the Union.

There shall be no discrimination in employment by the Employer or the Union toward any employee because of their membership in, or non-membership in, the Union. The parties will not discriminate against an employee because of an employee's support or non-support or participation or non-participation in Union affairs and/or activities.

All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.  
The parties will follow the provisions of the Family and Medical Leave Act of 1993.

(FMLA) and the policies adopted by the School Board, as long as said policies are not in conflict with this agreement.

### ARTICLE 3 NO STRIKE-NO LOCKOUT

The Employer agrees that during the term of this Agreement it will not engage in any lockout of employees. The Union agrees that during the term of this Agreement, there shall not be any work stoppage, strike, slowdown, picketing, boycott, or any other action on the part of the Union or the employees represented by it which will interrupt or interfere with the operation of the District.

### ARTICLE 4 EMPLOYER RIGHTS

The Employer shall have, in addition to all powers, duties, and rights established by constitutional provision, statute, ordinance, charter or special act, the exclusive power, duty and right, including but not limited to: plan, direct and control the work of its employees; hire, promote, demote, transfer, assign and retain employees in positions within the public agency; discipline, suspend or discharge employees; to develop and enforce rules for employee discipline; maintain the efficiency of governmental operations; to schedule working hours and require overtime work; determine employee qualifications; schedule vacations; relieve employees from duties because of lack of work or for other legitimate reasons; to determine what work or services shall be purchased or performed by the unit employees; to change or eliminate existing methods, equipment or facilities; determine and implement methods, means assignments, and personnel by which the public employer's operations are to be conducted; take such actions as may be necessary to carry out the mission of the public employer; initiate, prepare, certify and administer its budget; exercise all other powers and duties granted to the public employer by law. The rights set out above are reserved to management unless expressly abridged and permitted by another section of this Agreement.

### ARTICLE 5 SEPARABILITY AND SAVINGS

In any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, those provisions shall be deleted. The parties shall enter into negotiations, upon request of either party, for the purpose of arriving at a mutually satisfactory replacement for such Article or Section. All other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE 6  
GRIEVANCE PROCEDURES AND ARBITRATION

The parties agree that an orderly and expeditious resolution of grievances is desirable. All matters of dispute that may arise between the Employer and an employee or employees regarding a violation of an expressed provision of this Agreement shall be adjusted in accordance with the following procedure:

In formal: An employee shall discuss a complaint or problem orally with his/her immediate supervisor within five (5) calendar days following its occurrence in an effort to resolve the problem in an informal manner.

Grievance Steps:

Step 1. If the oral discussion of the complaint or problem fails to resolve the matter, the aggrieved employee and/ or the Union shall present a Grievance, in writing to the employee's immediate supervisor within five (5) calendar days following the oral discussion. (The grievance shall state the nature of the grievance, the specific clause or clauses violated, and specify the remedy requested.) Within five (5) days after this step 1 meeting, the supervisor will answer the grievance in writing, with a copy to the Union.

Step 2. If the aggrieved employee is not satisfied with the supervisor's answer at Step 1, the aggrieved employee and/or the Union shall present the grievance in writing to the superintendent within five (5) days of the Supervisors's answer. Within five (5) days after this step 2 meeting, the Superintendent or his/her designated representative will answer the grievance in writing, with the copy to the Union.

Step 3. Any grievance not settled in Step 2 of the grievance procedure may be referred to arbitration, provided the referral to arbitration is in writing to the other party and is made within five (5) days after the date of the Superintendent's or his/her designated representative's answer given in Step 2.

All grievances must be taken up promptly and awards or settlements thereof shall in no case be made retroactive beyond the date on which the occurrence giving rise to the grievance was first presented in writing. If a grievance is not presented within the time limits specified in this Article, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limits, it shall be considered settled on the basis of the Employer's last answer. If a grievance at Step 1 is not timely answered by the Employer, it shall automatically be referred to Step 2.

After either party hereto has notified the other of its referral of a case to arbitration, the parties will meet within ten (10) days after receipt by either party hereto of notice of referral of a case to arbitration to select an arbitrator or to request in writing the Federal Mediation and Conciliation

Service or Public Employment Relations Board to furnish a suggested list of names of seven (7) arbitrators from which list the parties shall select one (1) arbitrator. Either party may request one (1) additional list if the names on the list are not satisfactory. Such selection shall be by agreement, if possible; otherwise, by the parties alternately eliminating names from the list. The moving party will strike the first name.

After each party has eliminated the names of three (3) arbitrators from the list, the arbitrator whose name remains on the list shall be accepted by both parties as the arbitrator to hear and decide the pending case.

The fees and expenses of the arbitrator will be shared by the parties. Each party shall pay its own cost of preparation and presentation for arbitration. The arbitrator shall have no power to change or amend the terms, conditions, or applications of the collective bargaining Agreement. The arbitrator's decision shall be final and binding on both parties.

The time limits at any step in the grievance and arbitration procedure may be extended on a specific case basis, upon written mutual agreement of the Employer and the Union.

The arbitrator may not hear more than one grievance unless the presentation of more than one grievance is mutually agreed to by the Employer and the Union.

The processing and investigation of grievance shall be done during non-work time unless the employee has prior approval of the Superintendent and his/her designee.

#### Waiver of Contractual Grievance Procedure Right

In the event that any employee takes action with the Civil Service Commission on any grievance, then all rights to this grievance procedure shall be waived.

### ARTICLE 7 SENIORITY

Seniority means an employee's length of continuous service with the Employer since their last date of hire. Seniority shall be administered on a job classification basis.

A probationary employee is an employee who has not successfully completed sixty (60) days; service. During the probationary period, such employee may be removed or discharged by the Superintendent.

An employee shall lose their seniority and the employment relationship shall be broken and terminated as follows:

- (a) Employee quits or retires.
- (b) Employee is discharged and the discharge is not reversed through appeal procedures.

- (c) Engaging in other paid work while on sick leave, or giving false reason for obtaining a leave of absence.
- (d) Failure to report to work without notice to the Employer except for Extenuating circumstance.
- (e) Failure to report for work at the end of an unpaid leave of absence or approved extension thereof.
- (f) Failure to report to work within fourteen (14) days after being notified to return to work by certified mail following layoff, when notice of recall is sent to employee's last know address according to Employer records, it is the employee's responsibility to keep the Employer informed of their current address and phone number.
- (g) Seniority rights will be forfeited after the continuous period of layoff exceeds twelve (12) months.
- (h) An employee is absent from work for any reason for over twelve (12) months or for a period of time equal to his/her seniority, whichever is shorter. This twelve (12) month period may be extended on a case by case basis, with mutual agreement of the Employer and the Union.
- (i) Regular Drivers by seniority.  
Regular Part-time Drivers by seniority.

A seniority list will be posted and people will make a decision to be full-time and hold seniority as a full-time person or stay part-time and give up your seniority as a full-time person.

If you are part-time now and you want to be full-time when a position comes open than you will be able to use your seniority one time for that position, if you do not take that position then you would go back to the part-time list by seniority and will remain on that list.

If an employee is transferred out of the bargaining unit, his/her seniority continues to accumulate for up to nine (9) months.

After the first consecutive thirty (30) days of unpaid leave of absence, seniority shall not accumulate.

Once each year at the beginning of the school year, the Union shall be furnished with a seniority list of all employees covered by this Agreement. Protest of errors in or omission from such lists must be made to the District within thirty (30) days from the date of furnishing such lists.



Staff Reduction. When the working force is to be reduced, the Employer will select which job classification is to be reduced. The employee with the least seniority in the job classification will be laid off first. On recall from layoff, employees will be returned to work in the reverse order of layoff, if qualified to perform the work available. Probationary employees have no recall rights.

Employees to be recalled after being on layoff shall be notified as far in advance as possible by notice in writing sent by certified mail, return receipt requested, to the last address shown on the employee's record. The employee must report to work in fourteen (14) days after receipt of notice, unless otherwise mutually agreed to. In the event the employee fails to comply with the above, he/she shall be terminated and lose all seniority rights under this Agreement.

Posting of Job Vacancies. Employee shifts and assignments will not be bid yearly, but only when a vacancy occurs. The Employer agrees to post a bid sheet on each job vacancy that occurs. The notice for job opening bid sheet will be posted on a designated bulletin board in each of the school buildings and the vehicle maintenance garage for a period of five (5) working days. Any employee within the job classification being bid who wishes to exercise their seniority and bid on such open position must sign the bid sheet within the days mentioned above. The District will award the job to the senior employee bidding on such position, provided the employee meets all the qualifications.

## ARTICLE 8 HOURS OF WORK

The purpose of the Article is not to be construed as a guarantee of hours of work or pay per day or hours of work or pay per week. Determination of daily and weekly hours of work shall be at the sole discretion of the Employer, subject to the terms of this Agreement. The normal workweek shall be from Sunday beginning at 12:00 Midnight through 12:00 Midnight of the following Friday.

The normal workweek for regular full-time employees shall be forty (40) hours. The work schedule will be established by the Superintendent.

## ARTICLE 9 OVERTIME

Employees will be paid, either in cash or compensatory time, at the rate of time and one-half (1½) the employee's straight time hourly rate for all hours worked in excess of forty (40) hours in a workweek, eight (8) hours in a workday and all hours worked on Saturday and mandatory work on Sunday will be paid at two (2) times the employee's straight time hourly rate (for full-time custodians only). The choice between cash and compensatory time will be at the discretion of the Superintendent. The maximum number of compensatory hours that an employee may accrue is twenty-four (24) hours. For purpose of this Article, paid leaves of absence (sick leave, vacation, etc.) shall not be considered hours worked for the purpose of determining overtime. Paid holidays shall be considered work time.

Before any overtime is or can be worked, the employee(s) involved must receive prior permission from the Superintendent or his/her designated representative according to established policy.

Overtime Selection-Custodians. The Employer shall post a sign up sheet for routine overtime work. Overtime will be offered to employees who sign up on the sign up sheet on a rotating basis. The employee at the top of the list will be offered the overtime first. Whether he/she accepts or rejects the overtime, his/her name will go to the bottom of the list and this procedure will continue.

If no employee volunteers for the overtime, the Employer will assign the employee lowest on the sign up sheet who is available. The employee's names will be rotated.

When an employee is absent from their shift, the position will be filled by seniority.

Special Events-Bus Trips. The employer shall post a bid sheet by seniority for routine special event bus trips. Trips will be offered to employees who sign up on the bid sheet on a rotating basis. The employee at the top of the list will be offered the first event. Whether he/she accepts or rejects the event, his/her name will then go to the bottom of the list and this procedure will continue.

Coaches will be able to drive to their own event and will not be subject to the above paragraph.

If no employee volunteers for a trip, the Employer will assign the employee lowest on the sign up sheet who is available. The employee's names will be rotated.

## ARTICLE 10 HOLIDAYS

Regular full-time twelve (12) month employees are eligible for the following paid holidays: New Year's Day, the Day before or after New Year's Day, the Friday of Spring Break, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, and the day before or after Christmas.

Regular full-time twelve (12) month employees shall be paid for each of the holidays set forth in the Articles. An employee required to work on any recognized paid holiday shall be paid time and one-half (1 ½) for all hours worked, plus the paid holiday at said straight time rate. Holiday pay will be at the employee's normal pay for the day or week for which he/she would have been scheduled to work.

To be eligible for holiday pay, an employee must have completed their regular assigned work the last full scheduled workday immediately before and the first full scheduled workday immediately after each holiday unless on an excused absence.

An employee on layoff or unpaid leave of absence is not eligible for holiday pay.

## ARTICLE 11 VACATIONS

Regular full-time twelve (12) month employees shall be entitled to paid vacations as follows;

After one (1) year of continuous full-time service, eighty (80) hours

After eight (8) years of continuous full-time service, one hundred twenty (120) hours.

After sixteen (16) years of continuous full-time service, one hundred twenty-eight (128) hours.

After seventeen (17) years of continuous full-time service, one hundred thirty-six (136) hours.

After eighteen (18) years of continuous full-time service, one hundred forty-four (144) hours.

After nineteen (19) years of continuous full-time service, one hundred fifty-two (152) hours.

After twenty years (20) of continuous full-time service, one hundred sixty (160) hours.

Up to forty (40) hours of vacation time can be carried over from one year to the next.

Employees will normally take vacation during non-school summer months. Employees with eight (8) years or more of continuous service may take half of their vacation during school months. The employee shall normally request their vacation by the 20<sup>th</sup> of the preceding month. The scheduling of vacation leave must have prior approval of the Superintendent and will be granted at his/her discretion. The Superintendent may require the rescheduling of vacation leave when, in his/her judgment, it is necessary. Vacation time will normally be taken in weekly increments. Vacations of a shorter duration must be approved by the Superintendent and/or his/her designee and will normally require a three (3) day notice.

Vacation pay will be at the employee's normal pay for the day of week for which he/she would have been regularly scheduled to work.

An employee shall not accrue vacation leave during periods of temporary lay off, suspension, or leave without pay.

Any employee on vacation extending through an officially designated holiday shall not have that holiday charged against vacation leave.

## ARTICLE 12 SICK LEAVE

Accumulation. Sick leave shall be accrued by a regular full-time employee and contracted Bus Driver as follows:

Days allowed:

First year	12 days
Second year	12 days
Third year	12 days
Fourth year	13 days
Fifth year	14 days
Sixth year	15 days

Any unused days of sick leave are cumulative up to a maximum of one hundred and twenty (120) days. Any employee will be charged for one (1) day sick leave for each day the employee misses more than one-half (1/2) of the day for illness or one-half (1/2) day sick leave if the employee misses one-half (1/2) day or less for illness.

Use of Sick Leave. Accumulated sick leave may be used for disabling or confining personal illness, injury, or pregnancy, including on-the-job injury or disability. A medical doctor's written verification of illness or injury may be required at any time.

Notification. When absences due to sickness are necessitated, the employee shall normally notify the Superintendent or designated representative at least one (1) hour prior to the beginning of his/her scheduled reporting time. Failure to do so, without a bona fide reason, shall result in the employee being considered absent without leave, and subject to disciplinary action.

Probationary Employees. Probationary employees are not eligible for sick leave benefits.

Workers Compensation. An employee may use sick leave, to the extent it is available, for an on-the-job injury or disability. If an employee so elects to use such sick leave in a period for which an employee is receiving Workers Compensation benefits for an on-the-job injury for the Employer, the Employer shall pay to such employee the amount by which such weekly compensation is exceeded by the amount which such employee would have been entitled to receive as gross pay for the same period as sick leave under this contract, if the injury or disability had not been compensable. During the statutory waiting period, an employee may choose to use sick leave to the extent it is available. Any amounts paid to an employee under this section shall be chargeable against the employee's sick leave. After all sick leave is used, an employee may elect to use any available compensatory or vacation time accumulated.

Family Illness. The Employer may allow the use of sick leave to take care of an employee's immediate family (parents, spouse, child) for medical reasons. This use of sick leave shall not exceed four (4) days per calendar year.

### ARTICLE 13 BEREAVEMENT

In the event of death of a regular full-time employee's, or contracted Bus Driver's, spouse, child (step), parent, stepparent, parent-in-law, brother, sister, grandparent, grandchild, said employee shall be granted up to five (5) days leave of absence with pay for attendance at the funeral and other related functions. In the event of a death of a different relative or friend, an employee may be allowed time off with pay, not to exceed one (1) day, and shall be granted at the discretion of the Superintendent. This leave may be extended at the discretion of the Superintendent.

### ARTICLE 14 MILITARY LEAVE

A full-time employee may be granted a military leave of absence for a period up to thirty (30) days with pay as prescribed by Section 29.A28 of the Code of Iowa 1975.

The Employer recognizes an employee's re-employment rights in accordance with the Universal Military Training and Service Act.

### ARTICLE 15 JURY DUTY LEAVE

An employee or contracted Bus Driver required to serve as a juror shall be granted leave and receive his/her regular wages. In order to receive payment for such duty, the employee must submit certification of service and assign all fees to the Employer, except for mileage and meal expense. When day shift employees are released from duty during working hours, the employee will report to work within two (2) hours.

Night shift employees will not be required to work on a night if he or she has served on jury duty that day or is scheduled to serve on jury duty the next day.

### ARTICLE 16 UNPAID LEAVE OF ABSENCE

An unpaid leave of absence may be granted at the discretion of the Superintendent for a period not to exceed twelve (12) months duration for illness or other legitimate reasons. While on an unpaid leave, an employee:

- (a) receives no compensation or benefits;
- (b) does not earn any leaves or other benefits;
- (c) does not contribute to retirement programs;
- (d) Must reimburse the Employer for all group hospital and medical insurance premiums if coverage is desired;
- (e) does not accrue seniority after thirty (30) days.

## ARTICLE 17 TEMPORARY LEAVE

Personal and Business. At the beginning of every school year, each employee shall be credited with one (1) day, accumulative to four (4) days for successive years, to be used for personal or business items at the discretion of the employee. A personal or business day may be used to handle personal or business items that cannot reasonably be handled outside of the workday. Employees will normally request personal/business leave three (3) days in advance. The scheduling of personal/business leave must have prior approval of the Superintendent. The employee may be asked to explain the reason for any personal/business leave requested for a school day.

## ARTICLE 18 DUES CHECKOFF AND INDEMINIFICATION

Upon receipt of a lawfully executed, written authorization from an employee which may be revoked in writing at any time, in accordance with state law, and the Employer agrees to deduct the initiation fees, uniform assessments, and regular monthly Union dues of such employee from his/her pay and remit such deduction by the twentieth (20<sup>th</sup>) day, of the succeeding month to the Local Union. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted.

With proper authorization from the employee, the Employer will allow deductions for the Affinity Credit Union.

The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

## ARTICLE 19 STEWARDS

The Employer recognizes the right of the Union to designate a reasonable number of stewards and alternates from the Employer's seniority list. The Union shall provide the Employer with a list of such stewards and any change made from time to time.

## ARTICLE 20 HEALTH AND SAFETY

Custodians will be permitted to leave early with eight (8) hours pay if work is canceled due to unsafe working conditions.

Custodians will be permitted to leave early with eight (8) hours pay if the Employer cancels or dismisses school early because of inclement weather provided their regular assigned work is completed and approved by their supervisor.

Custodians will be paid (8) hours pay if the Employer cancels school and doesn't require custodians to report to work.

Employees will be paid for all mandatory meetings called by the Superintendent or his designee at an hourly rate of ten dollars (\$10.00).

## ARTICLE 21 INSURANCE

The Employer shall pay all but One Dollar (\$1.00) per month for the single premium for a group insurance health plan of the Employer's choice for each eligible regular full-time twelve (12) month employee. For the 2006-07 fiscal year, the Employer shall pay \$415.00 per month toward the dependent health plan for each eligible regular full-time employee or, at the employee's option, the Employer will pay the same amount toward a tax sheltered annuity. For the 2007-08 fiscal year, the Employer shall pay \$465.00 per month toward the dependent health plan for each eligible regular full-time employee or, at the employee's option, the Employer will pay the same amount toward a tax sheltered annuity.

For the 2006-07 fiscal year, the Employer will contribute Ninety Dollars (\$90.00) per month (September-May) toward a Tax Sheltered Annuity for each eligible regular part-time bus driver. For the 2007-08 fiscal year, the Employer will contribute One Hundred Dollars (\$100.00) per month (September-May) toward a Tax Sheltered Annuity for each eligible regular part-time bus driver.

The Employer shall provide Twenty Dollars (\$20.00) per month toward a single dental insurance program for each eligible regular full-time twelve (12) month employee.

The Employer shall provide the premium for a \$50,000 group term life insurance policy for each eligible regular full-time employee and each eligible contracted Bus Driver. You can draw on this policy within the last 6 months of a terminal illness.

The Employer shall provide the premium for a disability program for each eligible regular full-time twelve (12) month employee.

## ARTICLE 22 COMPENSATION

The regular rates of pay for each classification of employee is set out in Appendix A, which is attached hereto and by this reference made a part hereof.

Any employee whose pay is in dispute, or his/her representative shall have the right to examine the time sheets and other records pertaining to the compensation of pay of that employee at reasonable times.

ARTICLE 23  
CREW CHIEF AND SHIFT DIFFERENTIAL

Employees whose regular shift starts after 2:00PM shall be paid an additional fifty cents (\$.50) per hour and the Crew Chief shall be paid an additional sixty cents (\$.60) per hour.

ARTICLE 24  
GENERAL CONDITIONS

The Union and the Employer acknowledge that during negotiations which resulted in this Agreement, each party had the opportunity to make demands and proposals with respect to all areas of collective bargaining, and that the whole understanding arrived at after the negotiations is set forth in this Agreement. The Employer shall provide a bulletin board for the use of the employee.

ARTICLE 25  
ATTENDANCE BONUS

Regular full-time twelve month employees will receive two (2) hours credit for each month of active employment free of tardies and absents excluding personal days and vacation time. Total attendance bonus hours will be paid to the employee on November 20th of each year.

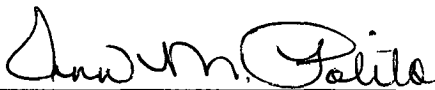



ARTICLE 26  
EFFECTIVE PERIOD

This Agreement shall be effective July 1, 2006 and shall continue through June 30, 2008.

In witness whereof, the parties hereto have caused this Agreement to be executed by their duly authorized representatives this 19<sup>th</sup> day of April, 2006.

**CARLISLE COMMUNITY  
SCHOOL DISTRICT**

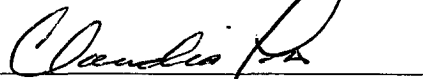
By   
President  
Board of Education

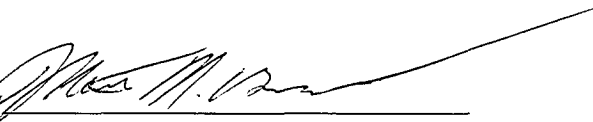
By   
Superintendent

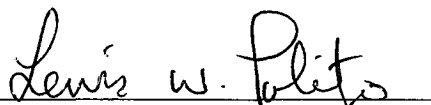
Acknowledged by:



**INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, CHAUFFEURS,  
WAREHOUSEMEN & HELPERS OF  
AMERICA and its LOCAL NO. 90**

By 

By 

By 

## APPENDIX A

July 1, 2006

### Bus Drivers

Regular route	\$996.00 per month
Shuttle	\$506.00 per month
Avon/Hartford	\$576.00 per month
Garbage run	\$45.00/trip
Special event trip	\$8.00/hour with a \$32.00 minimum
Special transportation	\$1,404.00/month (out of district)
Special transportation	\$996.00/month (in district)

When an employee misses his/her regular route in order to do a Special event trip, the employee will receive one-half (1/2) of his/her regular route pay plus the pay for the Special event trip.

July 1, 2007

### Bus Drivers

Regular route	\$1,036.00 per month
Shuttle	\$546.00 per month
Avon/Hartford	\$616.00 per month
Garbage run	\$45.00/trip
Special event trip	\$8.00/hour with a \$32.00 minimum
Special transportation	\$1,444.00/month (out of district)
	\$1,036.00/month (in district)

When an employee misses his/her regular route in order to do a Special event trip, the employee will receive one-half (1/2) of his/her regular route pay plus the pay for the Special trip.

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July 1, 2006

July 1, 2007

Printer	\$11.54	\$12.00
Custodial	\$13.20	\$13.72
Maintenance	\$14.92	\$15.51
Mechanic	\$14.92	\$15.51

New employees in the above classifications will start at 80% of the above rates. At the end of the probationary period, the rate will go to 90%; at the end of one (1) year, the rate will increase to 100% of the above rates.